

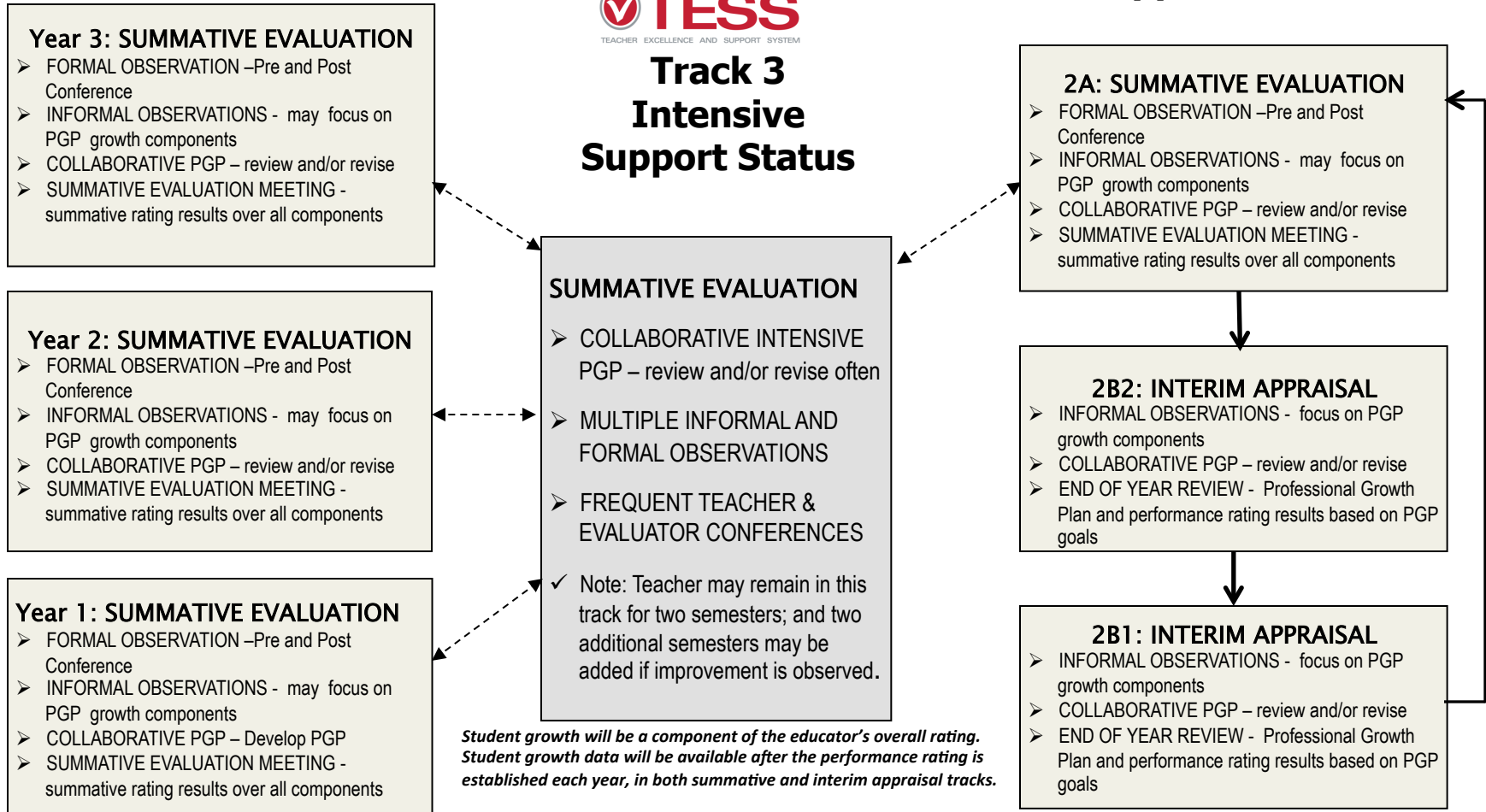
Track 1 Probationary/ Novice

AR-TESS Teacher Tracks

Track 2 Interim Teacher Appraisal Process



Track 3 Intensive Support Status



Note:

- 1) A first year teacher is both a novice and probationary teacher.
- 2) "Probationary teacher" is a teacher who has not completed three (3) successive years of employment in the district of current employment. A teacher employed in a school district in Arkansas for three (3) years will complete the probationary period.
- 3) An employing school district may, by a majority vote of its directors, provide for one (1) additional year of probationary status.
- 4) District Policy is required to place all new employees incoming to the district from another district /state on a one-year probationary status.

TESS does not conflict with, nor replace the Arkansas Teacher Fair Dismissal Act (ATFDA).

Revised 3/5/14